

# Transforming Organisational Culture: A Strategic Journey of Ownership, Involvement, and Sustainable Enabling

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*An enabling culture does not simply encompass the design of values and behaviours, it requires defining the DNA required to drive the Organisational strategy to successful execution.*

This DNA would include enabling Values and Behaviours on all levels within the organization upheld by supporting structures, policies, processes, practices, systems and ways of work.

All of these elements need to align in support of the execution of the Organisational strategy and be owned by the leadership, teams and individuals who make up the organization. That is what an enabling culture looks like.

This was the process we followed with a

client where the ownership and senior leadership of the organization had changed and a new strategy had been crafted. We involved the entire organization in determining what the Organisational enablers and inhibitors were with respect to achieving the new strategic imperatives and then crafting all the elements of an enabling culture. A high degree of ownership was therefore established across the organization.

We then took leaders and colleagues through a process of enabling them with the mindsets, habits, skills and tools to bring the enabling culture to life in a sustainable way.

This journey took an average of 18 months with a final 6 months of continuous embedding, feedback loops, review and evaluation of success measures until the new culture became a natural way of doing things, the new organizational DNA.

With this multipronged approach, the Culture of the organization did not need to be published and exhibited on the walls of the physical building, it was tangibly experienced in the way people interacted, engaged and operated, and translated into the successful execution of the Organisational strategy.